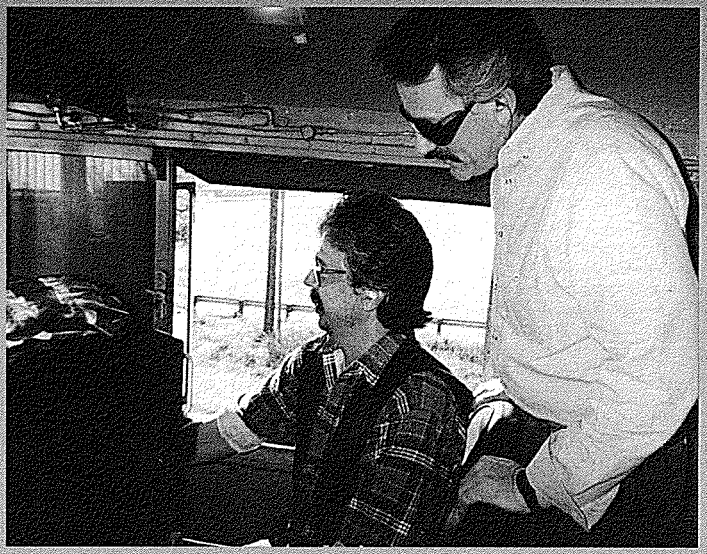
SOUTHERN PACIFIC

Bulletin

ROAD FOREMEN: THE ENGINEERS' ENGINEERS

Road Foremen of Engines like Jerry Tausch of Roseville, at right, qualify and certify those who run SP's locomotives, both the veterans and Student Engineers like Fred Brieno. The story begins on page 6.



DECEMBER 1995

Dear SP Employee:

Let me begin by wishing all of you and your families a happy holiday season. For many people, including me, this is one of the best times of the year, a time to enjoy family gatherings and reunions with old friends.

We've all been through a momentous 1995, with the last few months dominated by the move toward merger with Union Pacific. This has created, naturally, some uncertainties about the future.

But now, with the filing of the merger application and some detailing of facility and work plans, we are beyond many of the uncertainties although ICC approval of the merger remains to be obtained. In any case, we must go forward now as the SP, taking care of business as usual and proud to be a part of a great company.

Therefore, I hope we can all enter the New Year with some excitement and enthusiasm about the New Era for our railroad. Oh, I know there'll be some comments like, "Happy New Year, yeah, right! What kind of Happy New Year can we have?"

In response, and without trying to sugarcoat anything, I'll just say that we shouldn't overlook some obvious realities. For one: The functions of railroading on the SP will remain, whether those functions are carried out under the banner of SP or UP.

So for the most part, I think the New Year can be just as happy as any other year. Here's another reality to remember: This merger was decided upon after the most careful consideration and was determined to be a sound move, a way for SP – and SP employees – to best meet the unprecedented competitive challenge of a combined Burlington Northern/Santa Fe. The merger provides needed strength by joining us to a dynamic, well-financed company. If SP had to face BNSF on its own, the New Year would sure enough be scary.

Obviously, some of us would be displaced by a merger. Most, however, should be able to keep their jobs, even if it means relocating. But since when is relocation a new word to railroaders?

The key thing that all of us should keep in mind is this: To a very great extent, we carry our own job insurance. In other words, if we have been doing a good job – and that's the norm for SP people – then we must keep on doing that kind of job, not just for the company's benefit but for our own, too. People who do a good job are appreciated, by Union Pacific and any other company you can name.

I hate to harp on this theme of focusing on the job, for your own good and the good of the company. But it's very important – particularly at this time of year when sentiments and emotions are so strong – that we don't lapse into indignation or indifference.

One more thing: Throughout 1995, you have done your jobs well and remained focused, not only on performance but on safety, as reflected in our improved safety statistics. We had a goal of cutting personal and FRA reportable injuries 10% — through Dec. 1, you had doubled that figure. Congratulations!

And, again, my very best wishes for a happy holiday season.

Jerry R. Davis
Chairman and Chief Executive Officer
SP Lines

Southern Pacific Bulletin

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Southern Pacific Lines' mission is to anticipate and satisfy the requirements of its customers for highly responsive and cost-effective transportation and distribution services.

Retirees Given Choice of Plaques

All retiring Southern Pacific employees may now receive a plaque-mounted certificate to mark the occasion and give them an impressive memento of their company. There are three different pictorial themes to choose from, portraying past, present and future railroading, said Director of Personnel Len Chapman. The plaques are mounted in walnut frames. Chapman said that when the Personnel Department is advised that an employee plans to retire, a copy of the retirement certificate form shown below will be mailed to the employee. The Personnel Department may be reached at (415)541-2643.

Retirement Certificate

Congratulations on your retirement from Southern Pacific Lines. In appreciation of your many good efforts on behalf of the company, the Human Resources Department is making available for your selection three specially designed Retirement Certificates that portray the past, present and future of this railroad.

The certificate is framed in an attractive wooden plaque that creates a lasting expression of gratitude and recognition for your contribution to the Company. If you would like to receive a Retirement Certificate, please check the appropriate box on top of the Certificate of your choice then complete the information requested below. After you have made your choice and have furnished the required information, please give this form to your department head for further handling. If you have any questions concerning the Certificate you should contact a Personnel Department representative, by calling (415) 541-2643.

We join with the rest of your fellow Southern Pacific employees in wishing you the very best.

Judy Holm
Vice President - Human Resources

Please Print:

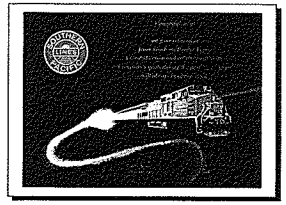
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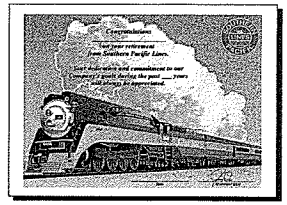
Home Telephone: _____ Service Date: _____ Total Years Completed: _____

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☐ Future



☐ Past



☐ Present



Billion Dollar Improvement Plan Highlights Post-Merger Strategy

Hundreds of miles of new and upgraded track, new facilities and new roles for some old routes highlight the Operating Plan of a merged Union Pacific and Southern Pacific. The improvements, to cost up to $1.3 billion, are outlined in the merger application filed with the Interstate Commerce Commission Nov. 30.

The effect on work forces is minimal, given the scope of the merger, said Chief Administrative Officer Tom Matthews. Overall, the companies' 53,000-job total will be reduced by only 6.2% and most of that reduction should come through normal attrition over several years, he said. Sixty percent of the 3,390 affected employees are in clerical or management ranks.

Details of the Operating Plan as regards individual locations are to be discussed by Matthews at Town Hall meetings for employees in January and February. But a review of some of the more significant elements shows:

- Major expansions and improvements planned at Roseville, Portland and West Colton terminals and on the Sunset, Golden State, Denver-Topeka and other routes.
- Tunnels on SP's Donner Pass route over the Sierras and in California and Oregon to be enlarged to accommodate "high cube" doublestack trains.
- A totally new set of train schedules. "Once our merger plan is implemented, our customers will receive new and enhanced services – improvements that truly deserve the term 'unprecedented,'" said Drew Lewis, UP Corporation Chairman and Chief Executive Officer.

The merger application filled 8,100 pages in 14 books. The proposed union is endorsed by more than a thousand customers; governors of seven states; 224 legislators, mayors and other public officials; state agencies, and 41 short line railroads and the Ports of Houston and Oakland.

The filing started a regulatory review process that should result in a decision by August, 1996.

Time is of the essence to consummate the merger because SP already is feeling the impact of the new Burlington Northern Santa Fe combination, said SP Rail Corporation Chairman Phil Anschutz. "Already, BN/Santa Fe has become an extremely powerful competitor for a stand-alone SP," he said.

The merger is a $5.4 billion transaction that would form the largest railroad in North America, a 31,000-mile network operating in 25 states and serving Mexico and Canada.

"UP/SP will offer literally hundreds of new and improved train services," said Brad King, UP Vice President-Transportation, who along with Mike Ongerth, SP's Vice President-Strategic Development, directed development of the Operating Plan, a four-month effort that involved more than 200 people.

"Virtually every intermodal, automotive and manifest train schedule on the railroads was scrapped or changed. The resulting service improvements will affect not only UP/SP but also connecting railroads across the country."

Major projects include:

SP's Sunset Route, El Paso-Los Angeles: Build 94 miles of double track, mainly west of Yuma, and extend nine sidings east of Tucson to make 19 more miles of double track; extend double track 23 miles between Pomona and Colton. Cost: $221 million.

SP's Golden State route: Install heavier (133 lb.) rail and strengthen bridges on 210 miles of the Herington, Kan.-El Paso line; put Centralized Traffic Control on the entire line and build six new sidings. $145 million.

UP line west of Fort Worth: Upgrade track and bridges, add three sidings. $125 million.

UP Denver-Topeka (old Kansas Pacific mainline): Upgrade track and bridges, build 10 sidings and extend five. $86 million.

SP Roseville Terminal: Upgrade and expand the terminal to make it the key Northern California classification hub, handling 1,800 cars a day compared with 1,200 now. Return to service all currently unused tracks, install new hump computer system and make other improvements. $38 million.

SP Colton Area: New $24 million locomotive running repair facility, new $67 million Inland Empire intermodal facility in Colton-Fontana area.

Tunnels: Improve clearances and make other improvements on SP's Donner Pass route to handle high cube (9 ft. 6 in.) containers on doublestack trains, $18 million, and increase clearances in tunnels and on bridges in Oregon and Northern California to handle high cubes, $8 million.

The new UP/SP system will feature extensive new single-line service, faster schedules, more reliable service and shorter routes. Among the significant changes:

- Shifting much of UP's Chicago-Los Angeles intermodal traffic to the shorter SP route via Kansas City and El Paso.
- Separating by direction traffic between the Gulf Coast and the East, using SP's Cotton Belt route through Arkansas and Texas for southbound traffic and UP's parallel route for northbound.
- Offering the first direct single-line service between California and Seattle/Tacoma on the I-5 corridor, using SP's Los Angeles-San Francisco line and UP's Portland-Seattle line.

"Major expansion and improvements are planned at Roseville, Portland and West Colton."

The merged railroad's structure will change from the traditional division set-up: SP's divisions and UP's corresponding service units would be consolidated into 21 service units, with unit superintendents reporting to six regional general managers.

Functions of SP's Transportation Service Center and Customer Service Center would be consolidated over time with the Harriman Dispatching Center and UP's customer service center, respectively, resulting in some job eliminations and transfers. By the same token, "some yards would be eliminated, others expanded and still others would play new roles" in the merged systems, the Operating Plan said.

General Office functions of the two companies "will become largely duplicative and can be consolidated."

In his concluding statement in the Operating Plan segment of the merger application, Ongerth commented (and likely spoke for many):

"I have a feeling of sadness that Southern Pacific, an historic company which played a major role in the settlement and development of the American West, and which has contributed much to the art and science of railroading is now a diminishing entity in an industry of giants. . . On the other hand, I take pride in the fact that we have persevered in the face of much adversity. While SP as a separate entity will fade from the scene, the higher standards of service and efficiency which the contribution of its properties makes possible will benefit shippers and the public for generations to come."

Craft Transfer Procedure Told

Employees interested in transferring from one craft or occupation to another and those currently furloughed who want to work in other crafts or locations should contact Nancy Compani, Employment Department, One Market Plaza, Room 304, San Francisco, CA 94105, or call her at (415)541-2169 after Jan. 1 to request a transfer application. Applications will be kept on file for the calendar year 1996, January through December, for consideration if vacancies occur. Employees also may check a recorded message for transfer/furlough information by calling 1-800-925-6965.



RAILROAD MEMORIES — Pine Bluff Trainmaster Chris Peach and daughter, Lydia, 6, enjoy a view from the cab of No. 819, the old Cotton Belt steam engine that was the focal point of an open house celebration sponsored by the Arkansas Railroad Museum.



BIG BUSINESS — Christian Lundsberg, Director-National Accounts in SP's Blue Bell, Pa. sales office, at right, seals an agreement with Gene Monahan, Traffic Manager-Rates for ASARCO Incorporated. ASARCO awarded SP a multimillion dollar, two-year contract for sulfuric acid movements from El Paso.

Be A Bulletin Byliner

The *Bulletin* wants to bring you news from all over the SP System, but we need your help. If you know of an event, activity, outstanding employee achievement or whatever you think might be of general interest to Bulletin readers, please let us know. You can pass along a tip, or submit an article and if we use it you'll get a byline. Just contact:

***Jack Martin**, SP Bulletin*
1 Market Plaza, Room 950
San Francisco, CA 94105
or call (415) 541-1656



FAREWELL IN OAKLAND — Operator Juanita Vick activates a switch in Oakland's 16th Street Tower on Oct. 12, the last day of operation for the Tower, which controlled traffic in the area for some 70 years. The signals and switches are now controlled by dispatchers in Denver using computers.
— Gary Jones

Hostler Prevents Container Crash

Scott Stewart, a hostler at the Intermodal Container Transfer Facility in Long Beach, spotted a nearby container start to fall over. He immediately backed the container he was handling against the leaning container and blocked its fall. His quick action earned Stewart an Eagle Eye Award.

Other recent award winners whose alertness possibly prevented a major derailment or accident include:

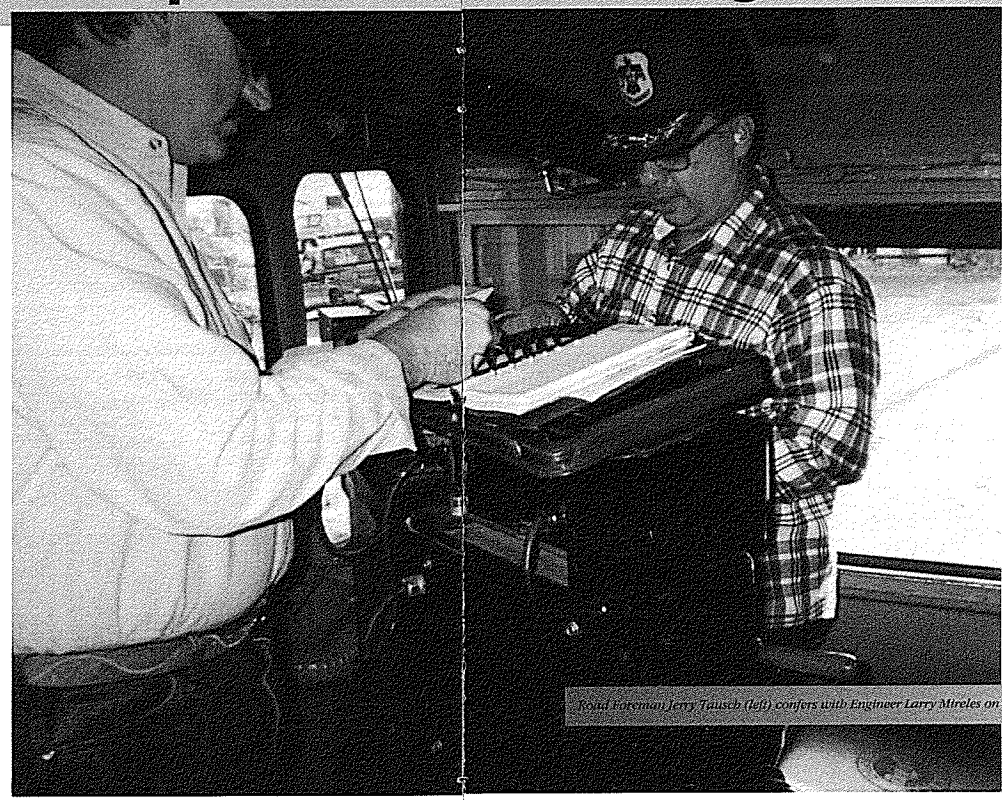
Signalman T.C. Bridgeford, Eugene; Car Foreman D. Lopez, Herington, Kan.; Fireman/Oiler E.C. Washington, Houston; Hostler A.D. Webb, ICTF, Long Beach.



THE "IRON HIGHWAY" — A new concept in short haul intermodal transportation, the Iron Highway developed by CSX Intermodal, undergoes testing at the Association of American Railroads research and test facility at Pueblo, Colo. The Iron Highway consists of a series of platform cars joined together with power units at each end. The element splits in the middle, forming a ramp that enables trailers to be driven directly on and off the platforms, eliminating the need for cranes to lift trailers on and off rail cars.
— CSX Intermodal Photo

Road Foremen Help Assure Quality at the Controls

By Jack Martin



Road foreman Jerry Tausch (left) confers with Engineer Larry Mireles on a run from Roseville to Sparks.

Officially, they are called Road Foremen of Engines, but they work with people, not machines. A more appropriate title might be, an engineer's engineer, with these sub-titles: Teacher, monitor, helper.

"My main responsibility is to help create and maintain a safe working environment for all employees, with specific responsibility to qualify and certify engineers," says G.A. (Jerry) Tausch, who is based at Roseville. "But there's a lot more to the job than that."

Tausch has been with SP for 26 years and 20 were spent as an engineer, giving him a wealth of experience to tap in working with both veteran and student engineers.

He and Road Foreman Dave Bowler work with 186 engineers on the district, plus 39 student engineers who are part of a recent hiring and promotion wave that added hundreds of train crewmen to SP ranks.

Some of the students are totally new to the railroad industry – one is a former Air Force jet pilot – while others have years with SP in other capacities, such as brakeman or conductor. No matter what their background, and aside from all the field and classroom training they get, none of them is finally qualified for the job until a road foreman says so.

"Therefore, that gives us quite a responsibility in making that evaluation," Tausch said. "But the engineers on this district are very good and by the time I make the final check ride with a student, they have done a great job passing along their expertise and tips gained from long experience. So we have very few candidates who don't pass the test the first time."

A road foreman not only must check students' skills, but also make regular assessments of veteran engineers' job performance, their train handling, rules knowledge, etc.

"The job requires that I ride with every engineer on the district at least once a year," Tausch said. "We make two types of check rides: An annual ride and a skills performance ride for those who are due for recertification by the Federal Railroad Administration." Recertification is required every three years.

Tausch, whose wife, Martha, is a Roseville yardmaster, took the ***Bulletin*** along on a recent run to Sparks, with Student Engineer Fred Brieno handling the train under the watchful eye of Engineer Larry Mireles.

"A student needs to make 60 road trips before going to Lenexa, Kan. for training on the locomotive simulator," Tausch said as the train slowly rolled past the Big Reno switch in the Roseville yard and eased out onto the main line. "Then when they come back they make another 15 or 20 before the final check ride."

One of the most important parts of an engineer's job, Tausch and Mireles said, is "knowing the territory," which is learned only by actually running the train and having the veteran engineer advise the students as they go along – "that's the best training they can get," Tausch said, adding:

"So much of the job is having a feel for the train, knowing the subtleties of the terrain, knowing where you have to take certain actions in advance like applying the dynamic or air brakes to control speed and keep the train moving smoothly and safely."

The rides also give road foremen an opportunity to talk with engineers and hear their concerns. "Perhaps they need to clarify something about a rule or a track situation. Many times, they encounter situations that don't come up very often and need to go back to the Book of Rules for clarification or interpretation."

"Those are the times when having a road foreman around is very helpful," Mireles said. "If you had to go to the rules manager all the time, he'd be getting calls from all over the system."

As the train heads up "the mountain," as engineers call the stretch over the Sierra Nevada, Student Engineer Brieno makes a throttle adjustment and comments: "Even for veteran engineers, the mountain is challenging. It's one of the longest continuous grades anywhere."

Brieno, a 17-year SP employee who has worked as a brakeman and hostler, also is learning one of the less obvious, but very important, engineer skills: Fuel conservation. There are many things an engineer can do to avoid excessive fuel use and save considerable money. In 1994, diesel fuel cost SP more than $251 million, so even a 2% improvement in use would mean a saving of more than $5 million.

Each crew gets a copy of a handbook that outlines conservation measures, such as certain braking procedures, using a low idle system when stopped, and controlling train speed with throttle modulation instead of power braking.

Good fuel savers are awarded an SP jacket.

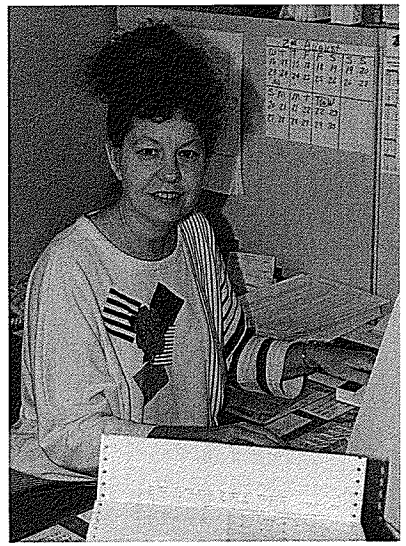
Aside from riding trains, a road foreman also evaluates engineer performance on trips the road foreman never takes. How? By reviewing "event recorder" tapes from a device on the train that keeps a log on speed, braking, use of dynamic brake and other functions.

"I download and analyze a minimum of 12 event recorder tapes each month, to evaluate train handling, fuel conservation, and other activity," Tausch said.

A road foreman also makes random checks on crew performance from trackside vantage points.

"In essence," Tausch said, "a road foreman's job is to help engineers do the best job they can – and given the outstanding people we have, that's not too difficult."

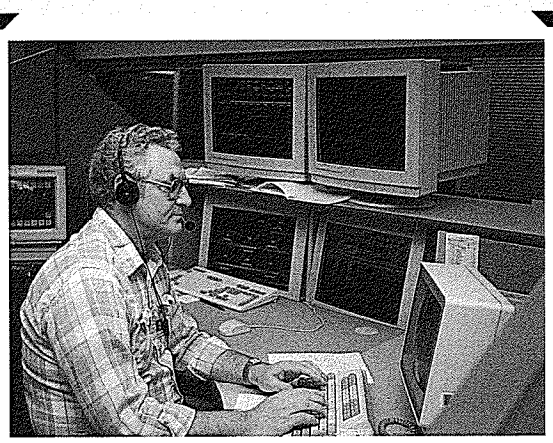
System SNAPSHOTS



Linda Williams, diesel service clerk at Pine Bluff.
— David Crammer



Engineer Eddie Miles Jr. in one of the new AC units on a Colorado run.
— Mark Holm



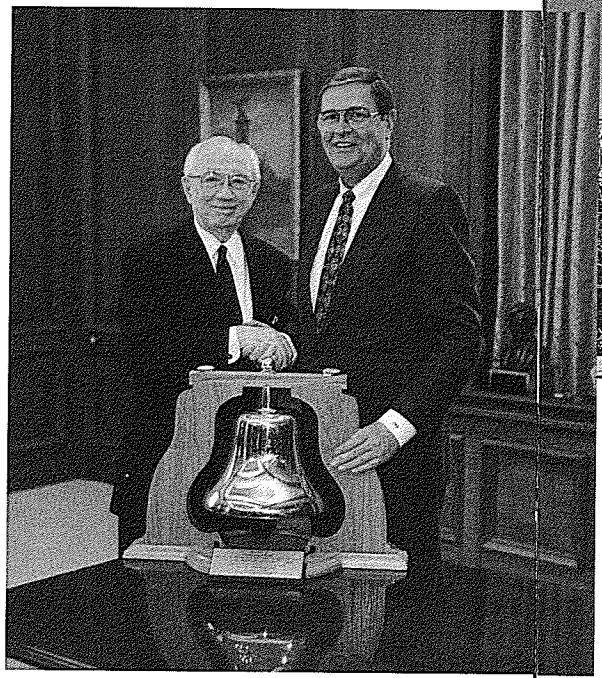
Bob Schroeder, Dispatcher-El Paso to Lordsburg, at the Transportation Service Center in Denver.
— Ray Tyler



D.L. (Dave) Buckner, former Director-Chemical Marketing, in Houston, at right, gets a handshake on his retirement from Dale Lambdin, Director-National Accounts, Blue Bell, Pa.

This is your SP family album - help us keep it filled! We'd like to see photos, color or black-and-white, of SP people on the job, individually or in small groups. Please send pictures along with full identifications, job titles, where the picture was taken and who took it to: System SnaPshots, SP Bulletin, 1 Market Plaza, Room 950, San Francisco, CA 94105

Gordon Hinckley: Religious Leader and Railroader



SP Chairman Jerry Davis presented President Hinckley with a railroad memento at the President's office in Salt Lake City.

From the magnificent Mormon Church complex called Temple Square in Salt Lake City, you can see the words "Rio Grande" in yellow letters atop the old depot a few blocks away. For Gordon B. Hinckley, the world leader of that Church, it's a frequent reminder of a fondly remembered time he spent in another role — railroader.

As President of The Church of Jesus Christ of Latter-Day Saints, Mr. Hinckley leads an organization of nine million members in more than 150 countries. It's obviously a demanding job — but meeting the challenge of wartime railroading prepared him well for it, he recalled in a recent interview with the ***Bulletin***.

President Hinckley was on the Church staff in Salt Lake City when World War II began, and along with many others he promptly responded: "I went down to enlist for Navy officer training, and I passed all the tests but one, the physical examination. I had a history of allergies and failed on that point.

"But I wanted to help with the war effort in some role, so I contacted a friend at the Denver & Rio Grande and it happened that they needed an assistant superintendent at the Salt Lake City Union Depot & Railroad Company, which was owned jointly by the D&RG and Western Pacific."

President Hinckley, an affable 85-year-old with a ready smile, got the job, although his railroad experience was limited to "just having ridden a lot of trains as a passenger. But it turned out to be much like any administrative work and I learned the peculiarities of the culture."

He later went to Denver for a training session and "a few weeks later I got a call asking if I would come back to Denver and be in charge of head-end traffic on passenger trains. In the train make-up of those days, the baggage, mail and express cars were ahead of the passenger cars, hence the name."

At that time, Denver's Union Station — still one of the most elegant old terminals in the country — hummed day and night as dozens of freight and passenger trains, including troop trains, rumbled in and out.

"The D&RG was a bridge line carrying both troops and materiel for transfer to the Western Pacific and Southern Pacific to be taken to the West Coast," President Hinckley recalls.

To speed up his railroad education, he created his own night school.



Denver's Union Station, where President Hinckley learned — and learned to love — railroading. — *Roy Tyler*

"Housing was very tight and I couldn't find a house for my family, so I just got a room and spent a lot of time at work. After my normal day on the job, I would get some dinner and then go back to the station and ride trains in the evening between Denver and Pueblo, to learn the ropes."

Those were the days of steam engines, "great, powerful locomotives that were really something to see! I really learned to enjoy railroading — I guess you get cinders in your blood. And I enjoyed working with everyone, from the officials to the yard and train crews. There was action, a challenge all the time."

One challenge was a derailment near Denver that blocked the main line. "I was sent out there to check on some express cars that were full of valuable merchandise. The division superintendent and I finally decided there was only one thing to do: Roll those cars into the river and get the line open. I learned that that's always the most important thing, get the line open and get the traffic moving."

After a few months he found a house and brought his wife, Marjorie, and two children to Denver (where a third child was born). At the end of the war, in 1945, "I faced a very difficult decision. The railroad made me a very attractive offer, including management of head-end traffic on passenger trains with the assurance of further career opportunities."

But the Church wanted him back and President Hinckley decided to return to Utah. "But the railroad gave me a 90-day leave of absence so I could think about it, which I thought was most generous."

After a month, he decided to continue his work with the Church. "I decided Church work offered me an opportunity to do something of singular significance."

He went on to direct all Church public communications for many years, then took charge of the entire missionary program. In 1961, he became a member of the Council of the Twelve Apostles, one of the Church's ruling bodies, and on March 12, 1995, he was ordained as the 15th President of the Church. It was the capstone of 60 years of service to the Church, interrupted only by his railroad stint. "The Church is a great, vibrant organization!" President Hinckley proclaims with characteristic enthusiasm. (Nothing happens without enthusiasm, he says, "you have to have a positive outlook.")

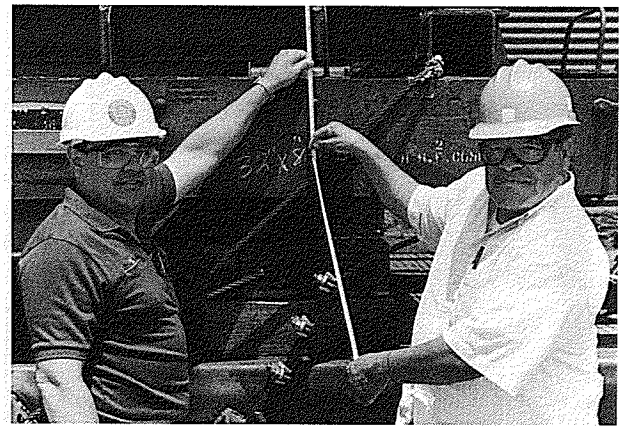
"All of our work across the world is handled by local volunteers; we have no paid clergy. We operate the largest church-owned university in the United States (Brigham Young University at Provo, Utah) and we have the greatest assemblage of family history data in the world, which is available to everyone."

Travel is a big part of President Hinckley's job; he recently returned from England and Ireland and next year plans trips to Germany, Hong Kong and the Far East. As he says: "When you're 85, you'd better keep moving!"

The railroad memories remain. Every once in a while, driving to or from the office, he looks over at that big yellow Rio Grande sign and thinks back to the days in Denver.

"Sure, I think about it. My experience gave me great respect for railroads. I worked hard and was well treated by my supervisors and peers. . . The D&RG has a warm spot in my heart."

SP's Steadying Hands



David Hernandez, right, with Trainmaster (Mechanical) Raul Perez. — *Dave Crammer*

Some loads SP is asked to move are so shaky "they'd fall off the flatcar." Naturally, they are not accepted until properly secured — and the shipper educated in proper loading procedures.

Then there are loads like the generator frame that measured 13 feet across, which is the absolute maximum allowed in transit.

"There wasn't one inch to spare," recalls David Hernandez, Open Top Load Inspector on the Los Angeles Division. But the load made its trip, thanks to Hernandez and colleagues, who made sure it wouldn't budge that inch.



W.E. (Bill) Dorst

These are the kinds of challenges that SP's Open Top Loading Inspectors face, and meet, regularly. It's up to them to make sure that loads comply with all clearance requirements, such as on bridges, and that they don't shift during transit.

It's an important job:

"A car with a shifted load presents serious safety concerns and can cause considerable damage to company and private property," explained W.E. (Bill) Dorst, Director-Car Planning in Denver. "It takes a lot of time and work to correct such situations, and that delays delivery of the load to the customer. If a shifted load has to be set out, then that also will delay other rail traffic."

Although in the past it wasn't uncommon to have as many as 80 cars per day reported for load shifting, this has dropped to an average of about 15 a day and has been has low as two, Dorst said.

"This reduction is directly attributable to training of the Mechanical (Car) Department employees in Open Top Loading Rules, and, in turn, their education of shippers."



A tall order for the Open Top Load inspectors.

Much of the training has been conducted at Burlington Northern's Overland Park, Kan., facility.

"It's a very fine class," Hernandez said. "It covers all aspects, such as proper banding in securing loads and center-of-gravity calculations, which are very important because if a load rides too high it could tip the car sideways."

Other load inspectors include Joe Fine at Roseville, Bill Roberts at Eugene, Charles Roper at Avondale and Melvin Case at Stuttgart.

Panel Puts New Focus On Safety

By Jim Bearden
Director of Safety



Members of the Safety Overlap Committee meet in Denver. — *Roy Tyler*

You may not be aware of it, but you're the focus of a gathering of top SP executives every month; more specifically, the focus is on your safety. The executives, led by Chairman Jerry Davis, are members of the System Safety Overlap Committee, a group formed recently to manage SP's overall safety program and deal with any special issues relating to safety.

The name, Overlap, reflects an effort to make sure that our quest for workplace safety is not splintered into various departmental undertakings, but is a strong, all-inclusive campaign, driven from the top down. Therefore, the Committee's members include not only executives from Operating and Engineering, but also from Law and Administration and other departments.

The overall goal of the panel is simply to try and make sure SP is providing the safest work environment it possibly can.

One of the newest components of that effort is a respected group of expert consultants, Du Pont Safety and Environmental Services. SP has signed a year's contract with Du Pont to help us to more quickly achieve our goal of safety excellence. Representatives of Du Pont are now working in pilot programs with two divisions, Roseville and Los Angeles, reviewing all safety practices and making recommendations.

All SP employees can be proud of the safety record you have compiled during 1995. As the year drew to a close you had reduced FRA reportable injuries 26% compared with the same period of 1994 — far exceeding the goal of 10% that we set at the beginning of the year.

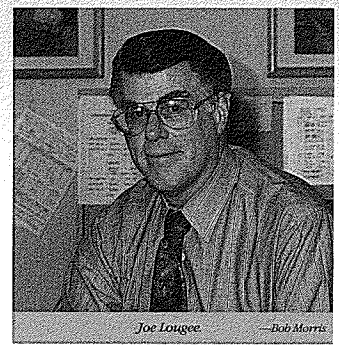
Our ultimate goal is, of course, zero injuries. The System Safety Overlap Committee assures that top management will be working to do what is needed to help us reach that objective.

[EDITOR'S NOTE: This is Jim's last column as he started a new job this month with Rail Tex, Inc.]

A Bold Business Bid, Payroll 'Push' Win Awards



Brian Holtz, left, and David Yoder received their awards from Chairman Jerry Davis. —Rich Carlson



Joe Lougee —Bob Morris

"It is a success story in a time when successes have been few and far between."

An innovative sales and marketing strategy that resulted in extensive new business and an extraordinary effort to get paychecks out on time have earned coveted Chairman's Circle Awards.

The winners are Brian Holtz, Senior Marketing Manager-Grain, who is based in Denver; David Yoder, Director-National Accounts in North Little Rock, Ark. and Joseph Lougee, Manager-Payroll Systems, San Francisco.

Holtz and Yoder were honored for developing a grain shipment program for Pilgrim's Pride, a major poultry producer in the U.S. and Mexico. The plan now involves a weekly round trip of a 100-car unit grain train from Pontiac, Ill. to the plant at Pittsburg, in northeast Texas.

A grain car shortage last year, along with uncertain grain deliveries, severely affected Pilgrim's Pride and was the catalyst for the program, Holtz said. He and Yoder met with company officials and their grain broker to talk over possible solutions. "We proposed that SP run a 75-car train, guaranteed to arrive at the plant on Monday, unload Tuesday and head back to Illinois on Wednesday — if the company would commit to that schedule."

The firm accepted, service began and in a short time the train grew to 100 cars, with each car holding about 3,500 bushels.

"It is an example of real teamwork by SP," Yoder said of the program. "We really appreciate the outstanding cooperation and efforts put forth in Illinois by Trainmaster Bob Huff and his crews from Bloomington and Trainmaster Rob Henderson of Tyler and his people at the Texas end."

The arrangement, Holtz said, allows the customer "to increase output without building more storage, to eliminate plant congestion and to reduce their car demurrage bill because they know when the trains are coming."

Pilgrim's Pride has acquired additional facilities in Mexico and SP now runs two 75-car trains a month to those plants, Yoder said, further increasing revenues from the multi-million dollar account.

"This is a success story of designing a strategy to leverage the account and then successfully implementing that strategy through cooperation among departments," said the statement recommending Holtz and Yoder for the awards. "It is a success story in a time when successes have been few and far between."

Lougee, a 36-year SP veteran, worked almost around-the-clock for three days in September to straighten out computer difficulties that threatened to hold up checks for 8,000 Western lines employees, said Assistant Controller Carl Brasher.

The episode began Sept. 20 with a 1:24 a.m. call to Lougee at his home from the computer operations facility in Boulder, Colo., advising of the problem.

"I used my computer at home to review the program and to talk them through corrective steps," Lougee said. He also worked throughout that night and until midnight of the next day to assure that payrolls were printed and available for mailing.

"Without Mr. Lougee's dedication, some 8,000 Western lines employees may not have received their paychecks on their scheduled payday," Brasher said. "He has demonstrated numerous times in the past a dedication 'above and beyond the call of duty' to assure that employees are paid properly and on time. This particular incident exemplifies his dedication."

The Chairman's Circle Award consists of a letter of appreciation from Chairman Jerry Davis, a cash award and a certificate of recognition.

RETIREMENTS

W.E. Anderson
Signal Technician

V.E. Breckenridge
Foreman

H.D. Bueng
Machinist

L.W. Burns
Welder

R.J. Burrows
Locomotive Engineer

K.D. Christian
Water Svc Welder

R.P. Dantin
Conductor

N.C. Dodson
Brakeman

C.L. Dubose
Lead Carman

A.C. Estrada
Welder

E.W. Garcia
Lead Carman

H.G. Gilleland
Conductor

H.F. Goddard
Locomotive Engineer

T. Gonzales
Signal Maintainer

H. Hernandez
Telegraph Clerk

R. Johnson Jr.
Boilermaker/Welder

R.C. Kawa
Locomotive Engineer

J.E. Kubes
Prntr Mech/Wire Chief

J.D. Leger Jr.
Track Supervisor

R.L. Mahaffey
Machine Operator

L.P. Marsh
Vice Pres./Svc Resources

F.D. Matlock
Clerk

C.O. McLaury
Spec Sig Technician

W.D. Miller
Sys Supvsr/Equip Movmt

T. A. Montz
Switchman

R.L. Montoya
Foreman

C.H. Norton
Claim Clerk

J.E. Palmer
Lead Psgr Car Carpenter

D. Plescia
Carman

R.F. Purves
Locomotive Engineer

J.C. Rudy
Lead Car Inspector

W.E. Ryburn
Carman

J.Y. Sanchez
Foreman

J.H. Scadden
Asst Foreman

J.B. Sellers
Foreman

A. Sepulveda
Truck Operator

L.W. Sites Jr.
Clerk

P.A. Skloss
Carman

W.R. Smothers Jr.
Conductor

G.N. Soto
Ballast Regulator Opr

E.F. Sundita
Truck Operator

J.J. Tovar Jr.
Welder

L.E. Vanloo
Locomotive Engineer

R.J. Weyna
Timekeeper

J.W. Wilson
Locomotive Engineer

F.A. Wooten Jr.
Electrical Foreman

NEWS BRIEFS

SP Creates Kansas Division

The Kansas Division was established as of Nov. 1, Executive Vice President-Operations Larry Parsons announced. M.A. (Mike) Paras was appointed Division Superintendent, with headquarters in Chicago. He had been Assistant Midwest Division Superintendent. Creation of the new division was made necessary by SP's obtaining operating rights over some 2,000 miles of Burlington Northern Santa Fe lines, as a result of the BNSF merger, said C. Wayne Calder, Vice President & General Manager, Central Region.

Jacobson Takes Helm at TSC

Dennis H. Jacobson, a 25-year veteran of the railroad industry, was named Vice President-Transportation Service Center. Since joining SP in 1991, Jacobson had been Vice President-Customer Service. He previously was general director of customer service operations for Union Pacific.



Third Quarter Results Reported

Southern Pacific Rail Corporation announced third quarter 1995 net income of $1.2 million or one cent per share, compared with $33.5 million or 22 cents per share for the same period in 1994. Net income for 1995 year-to-date, excluding a special charge of $64.6 million (pre-tax) recorded in the second quarter, was $33.4 million or 22 cents per share. Including the charge, net income was a loss of $6.3 million or 4 cents per share.

Safety Record Improves

SP's personal injury ratio showed a marked improvement through the first 10 months of 1995, the Safety Department reported. Through October, the personal injury ratio was 4.04 per 200,000 employee hours worked, compared with 5.33 for the same period last year.

Schmitter Heads Metals Group

John Schmitter has been named Managing Director-Metals, Vice President-Marketing Michael S. Galardi announced. Schmitter, 43, joined SP in 1991 as Director-National Accounts in Stamford, Conn. In his new position, he replaces Kathy Bostick, who left the company to accept a senior position in the computer software industry.

BNSF Selects Fort Worth

The newly merged Burlington Northern Santa Fe chose Fort Worth, BN's home, as its headquarters. The future of Santa Fe corporate offices in Schaumburg, Ill., and other facilities will be reviewed, the announcement said. Gerald Grinstein of BN announced his retirement as chairman of BNSF; Robert Krebs of Santa Fe is expected to succeed him.

Brenco Wins Supplier Award

SP's second Quality Supplier Certification award has gone to Brenco, Inc., a Midlothian, Va.-based bearing manufacturer. Chairman Jerry Davis presented the plaque to Donald Fitzsimmons, Brenco vice president-railroad sales, in a ceremony at the SP building in Denver. Brenco was given the award for its close work with SP's Mechanical and Purchasing Departments, said Paul Pinson, Commodity Manager in Purchasing.



No job is so important,
no service is so urgent,
that we cannot
take the time
to perform
all work safely.

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